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ABSTRACT

This report compiles the most recent salary and benefits data available for the U.S. Child care workforce. Data for average wages of preschool teachers and child care workers are presented for each state. Comparisons between median hourly wages for child care jobs and other occupations are presented graphically. Initiatives at the federal, state, and local levels for improving child care salaries or benefits are delineated. Appendix 1 contains current compensation and turnover data from selected states and Canadian provinces collected in 1997 or later. Appendix 2 provides a compilation of reports detailing salary data collected prior to 1997. The report points to the need for more consistent, reliable, and comprehensive data collection about the child care workforce. (KB)

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ED 446 847

Current Data on Child Care Salaries and Benefits in the United States

Center for the Child Care Workforce

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March 2000

This report presents the most recent salary and benefits data available for the U.S. child care workforce. Although such data are not collected comprehensively or consistently across the country, certain types of occupational information are collected by the federal Bureau of Labor Statistics (BLS), and a number of independent child care salary and benefits studies have been conducted in recent years at the state, regional and local levels.

Center-based child care staff are described by the BLS 's Occupational Employment Statistics Survey either as preschool teachers or as child care workers.[1] A "preschool teacher" is defined in this survey as a person who instructs children (normally up to five years of age) in a preschool program, day care center or other child development facility, in activities designed to promote social, physical and intellectual growth in preparation for elementary school. A "child care worker," on the other hand, is defined as a person who performs such duties as dressing, feeding, bathing and overseeing play. Unfortunately, these categories create a misleading division of the child care workforce, when in fact most teaching staff, regardless of title, take part both in promoting intellectual growth and in the caretaking duties described above.

The BLS also aggregates child care data across program types and regions, making it impossible to study variations among such sectors of the child care field as for-profit and nonprofit centers, infant and school-age programs, or licensed and unlicensed family child care. This compendium, therefore, represents the best information available at the present time, but also points to the need for more consistent, reliable and comprehensive data collection about the child care workforce.

A wealth of additional data have also been collected by the Center for the Child Care Workforce (CCW) and other organizations in a variety of states and communities, and these studies are referenced in the Appendices to this report. A number of these studies do compile data on the variations noted above among workers and sectors in the field. Appendix 1 presents compensation and turnover data collected in various states during or after 1997, and Appendix 2 contains a resource list of studies conducted prior to 1997 in those states which have not updated their data more recently. Less information is available, unfortunately, about family child care providers than about child care center employees. Only seven states have documented family child care provider earnings.

Appendix 1 describes the average wages of "teachers" and "assistant teachers" (called assistants here), as documented in recent studies. Teachers are defined as those who have primary responsibility for a classroom or group of children, and who are often responsible for supervising other staff. Assistants are defined as those who work under a teacher's supervision. These job descriptions more accurately represent the occupational titles of child care teaching staff than do the somewhat artificial categories of "preschool teacher" and "child care worker."

We also include data on child care center directors' salaries when available. Directors

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[1]The BLS collects child care workforce data through numerous surveys in addition to the Occupational Employment Statistics (OES) Survey and uses such occupational titles for child care center employees as aides, child care assistants, day care assistants, teacher assistants, child care attendants, day care attendants, and early childhood teacher assistants. The OES definitions and data are used in this report instead of other surveys because these other titles are not mutually exclusive and are not used consistently across states.

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are defined as center staff whose primary responsibilities are administrative and who supervise classroom teaching staff and other center employees.

Appendix 1 also contains data about the health benefits which child care centers offer to teaching staff, in either fully-paid or partially-paid insurance plans. Because many child care employees report that they find co-payments and additional premiums unaffordable, partially-paid health insurance plans may be of little benefit to this workforce. Except in Rhode Island,[2] most family child care providers nationwide either purchase their own health insurance plans, depend on coverage from a spouse or domestic partner, or have no health benefits whatsoever. The data provided here describe the percentage of family child care providers who receive health coverage from any source.

Where available, annual turnover rates of child care teaching staff, as estimated by center directors, are also presented in Appendix 1. Turnover rates are calculated by dividing the total number of staff employed in a center by the number of staff who have left the center in a single year.

It is also important to emphasize that these data about current average wages and benefits of child care teachers and providers should not be construed as recommendations of what the child care workforce ought to be paid. In fact, with annual job turnover rates hovering between thirty and forty percent throughout the country, current market wages in the child care field have clearly been insufficient to secure a skilled and stable workforce or to guarantee high-quality services for children and families. This 98% female workforce—many of whom are parents of young children themselves, better-educated than the general population, and/or women of color—suffers a higher concentration of poverty-level jobs than almost any other occupation in the United States.[3] Child care programs are much more successful at retaining skilled staff when they model their wage scales after the salaries of workers in other fields who have comparable levels of education and training.[4]

The data on "average wages" of child care staff should also be interpreted with caution in the studies listed below. When data are grouped under "average lowest hourly wage" and "average highest hourly wage," it is important to note that the majority of teachers and providers are concentrated at the lower end of the scale, with only a small number earning the highest-level incomes—a disparity which tends to produce inflated estimates of overall average wages. For more information about the distribution of salaries within a particular workforce, please refer to the original reports as cited.

In recognition of the growing role of pre-Kindergarten employment for child care workers, CCW conducted a state-by-state survey of these programs. CCW's survey of state-funded pre-K programs has found that—despite a frequent assumption that pre-K teachers have gained parity with public school salaries—considerably lower teacher wages prevail in this sector. Thirty-five states currently fund pre-K programs, with wide variety in how they are administrated and operated, how well teachers are paid, and the educational levels teachers are required to reach.

Child care salary and benefits studies conducted by the Center for the Child Care Workforce over the past two decades are based on representative samples of the various types of child care programs, and employ a uniform instrument which is available upon request from our office. CCW also offers technical assistance to state and local groups who are interested in collecting salary and benefits data, and compiles the most current data available each year for use by policy makers, researchers and advocates. We will revise this report in early 2001, and we encourage readers to supply any data we may have overlooked.

For more information about our reports, our survey instrument, or our technical assistance and research services, please contact the Center for the Child Care Workforce at 733 15th Street, N.W., Suite 1037, Washington, DC 20005-2112; telephone: 202-737-7700; fax: 202-737-0370.

[2]As a result of a multi-year advocacy effort, family child care providers who serve publicly-subsidized children in Rhode Island have become classified as state employees and thus have access to the state employee health insurance plan. In January 1999, the plan was extended to some center employees.

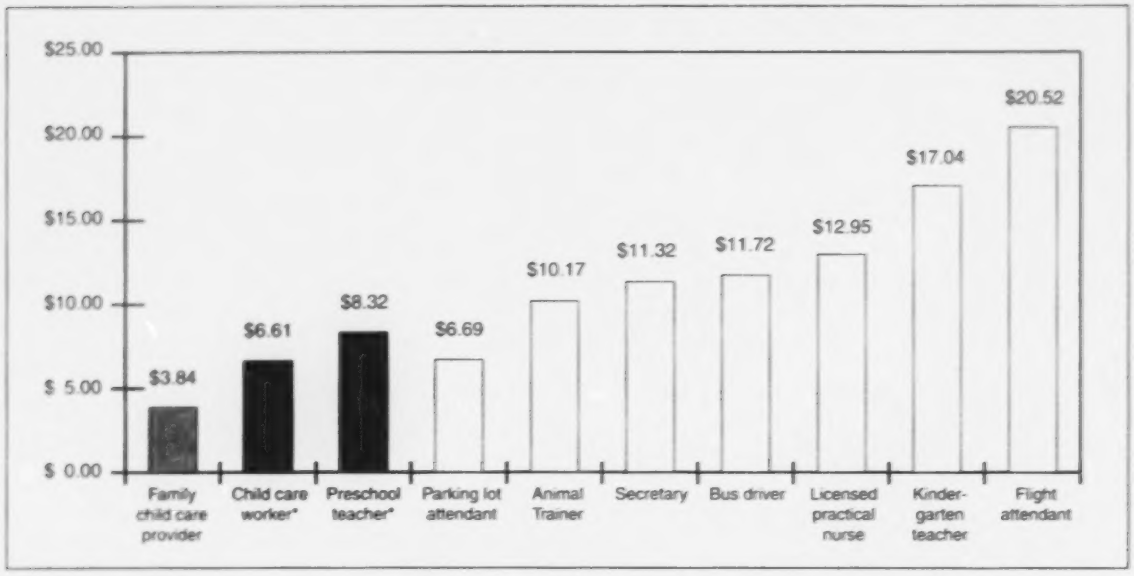
[3]T.R. Swartz and K.M. Weigert, eds. *America's Working Poor: 1980–1990.* Notre Dame, Ind.: University of Notre Dame Press, 1995.

[4]See *Creating Better Child Care Jobs: Model Work Standards for Teaching Staff in Center-Based Child Care* (Center for the Child Care Workforce, 1998) and *Creating Better Family Child Care Jobs: Model Work Standards* , (CCW, 1999), which offer more detailed guidance about appropriate child care wages, benefits and job conditions, and how to estimate a self-sufficiency or living wage for one's community.

The Center For the Child Care Workforce would like to thank the Foundation for Child Development, the David and Lucile Packard Foundation, and Teaching Strategies, Inc., for making this resource possible.

Child Care Workforce Earnings in Perspective

A comparison of median hourly wages between child care jobs* and other occupations
Based on Bureau of Labor Statistics Data 1998
Compiled by the Center for the Child Care Workforce



* **"Preschool teachers"** and **"child care workers"** are job titles defined by the Bureau of Labor Statistics. For more information about occupational classifications, see page 1, paragraph 2 of this report.

Data presented in this table in the March 1999 edition of *Current Data on Child Care Salaries and Benefits in the United States* were erroneously labeled "median wages," when, in fact, mean wages were presented. The 1997 median wages for the above occupations were: family child care provider ($4.69), child care worker ($6.48), preschool teacher ($8.03), parking lot attendant ($6.56), animal trainer ($9.98), secretary ($11.00), bus driver ($10.86), licensed practical nurse ($12.46), kindergarten teacher ($16.41), and flight attendant ($18.64).

The Bureau of Labor Statistics of the U.S. Department of Labor reports the median wage for over 774 occupations, as surveyed by the Occupational Employment Statistics (OES) program. (A "median wage" indicates that 50 percent of workers in an occupation earn wages below this figure, and 50 percent earn wages above it.) According to the 1998 OES survey, only 17 occupations report having lower median wages than child care workers–just three more than in the 1997 OES survey, in which 14 occupations did so. Those who earn higher wages than child care workers include service station attendants, messengers and food servers.

These data are based on the OES occupational title definitions, which include the categories of managerial, professional, sales, clerical, service, agricultural and production employment. Unfortunately, the OES categories create a misleading division of the child care workforce into "preschool teachers" and "child care workers." Employees of before- and after-school programs may be included in the "child care worker" category, or in other categories such as "teacher aides," which also includes K-12 classroom assistants and aides.

Fewer than 1 percent of the professional occupations, among which kindergarten teachers are classified, earn an average wage of less than $8.50 per hour, and 59 percent of professional workers earn a mean wage above $19.25 per hour. Child care workers are classified as service workers, the lowest-paid division, in which nearly 44 percent of workers earn less than $8.50 per hour, placing them at the low end of the wage range for all occupations surveyed by the OES.

The median weekly wage for family child care providers is $211.00, based on the 1998 Current Population Survey (CPS) definition of usual weekly earnings of full-time wage-earning and salaried workers. The figure of $3.84 per hour reflects a 55-hour week, the typical work week for U.S. family child care providers.

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Average Wages for Preschool Teachers and Child Care Workers

State	Preschool Teachers*	Child Care Workers*	Additional data available (see key below)
Alabama	$ 7.54	$6.47	2
Alaska	$11.17	$8.40	2
Arizona	$ 7.58	$6.66	1
Arkansas	$ 7.49	$6.28	
California	$ 9.92	$7.95	1, 2,3
Colorado	$ 9.24	$6.96	1, 2
Connecticut	$10.77	$8.96	2
Delaware	$ 8.65	$6.94	
District of Columbia	$14.79	$9.95	
Florida	$ 7.96	$6.87	1
Georgia	$10.73	$6.56	1
Hawaii	$10.52	$6.84	2
Idaho	$ 7.68	$6.49	
Illinois	$10.35	$7.72	1, 2
Indiana	$ 8.31	$6.73	1,3
Iowa	$ 7.99	$6.53	
Kansas	$ 8.56	$6.53	1
Kentucky	$ 8.93	$6.32	1
Louisiana	$ 8.35	$6.13	
Maine	$ 8.71	$7.55	
Maryland	$10.43	$7.49	1,2,3
Massachusetts	$10.88	$8.60	1, 2, 3
Michigan	$10.14	$7.47	1
Minnesota	$10.63	$7.65	1,3
Mississippi	$ 7.95	$6.11	1
Missouri	$ 7.80	$6.77	1
Montana	$ 8.68	$6.12	1
Nebraska	$ 8.22	$6.48	1

* "Preschool teachers" and "child care workers" are job titles defined by the Bureau of Labor Statistics. For more information about occupational classifications, see page 1, paragraph 2 of this report.

Additional Data Available

1) *Appendix 1 contains summaries of statewide, regional or local data collected since 1997.*

2) *Appendix 2 contains summaries of data collected prior to 1997*

3) *Indicates that family child care data are available for this state, or for a metropolitan area located in the state, in either Appendix 1 or 2.*

N/A: *Not Available. States where there is no listing for preschool teachers and/or for child care workers may collect information, but the data are not published by Bureau of Labor Statistics (BLS) for reasons such as inadequate sample size or that the state combines these occupations with others (e.g. preschool teachers are surveyed with other teacher groups).*

Source: Bureau of Labor Statistics, 1998 State Occupational Employment and Wage Data. 1999 BLS data are projected to be available in Spring, 2001.

Average Wages for Preschool Teachers and Child Care Workers

State	Preschool Teachers*	Child Care Workers*	Additional data available (see key below)
Nevada	$ 9.01	$7.02	
New Hampshire	$ 9.52	$7.36	2
New Jersey	$10.61	$8.07	1
New Mexico	$ 8.62	$6.48	2
New York	$10.90	$8.12	1,2
North Carolina	$ 8.39	$6.77	1, 2, 3
North Dakota	$ 8.16	$6.25	1, 2
Ohio	$ 8.97	$6.99	1
Oklahoma	$ 7.33	$6.57	1
Oregon	$ 8.64	$7.18	2
Pennsylvania	$ 8.88	$7.17	1, 2, 3
Rhode Island	$11.14	$7.46	1, 2, 3
South Carolina	$ 8.78	$6.30	1
South Dakota	$ 9.39	$6.67	1
Tennessee	$ 7.41	$6.12	
Texas	$ 8.74	$6.44	1
Utah	$ 7.41	$6.70	1
Vermont	$ 9.65	$7.40	
Virginia	$ 9.33	$6.77	2, 3
Washington	$ 9.70	$7.52	1
West Virginia	$ 9.49	$6.40	
Wisconsin	$ 8.99	$7.20	1, 2
Wyoming	$ 9.66	$6.04	1
Head Start Programs	N/A	N/A	1,2
Before /After School Programs	N/A	N/A	1
Federal General Services Adminis'n (GSA) Programs	N/A	N/A	1
Canada	N/A	N/A	1

* "Preschool teachers" and "child care workers" are job titles defined by the Bureau of Labor Statistics. For more information about occupational classifications, see page 1, paragraph 2 of this report.

Additional Data Available

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Source: Bureau of Labor Statistics, 1998 State Occupational Employment and Wage Data. 1999 BLS data are projected to be available in Spring, 2001.

Compensation Initiatives

A variety of programs now in place at the federal, state, and local levels hold the promise of incrementally improving child care workers' salaries and/or benefits. While no single initiative—in the absence of major child care financing reform and additional funding—is capable of achieving adequate compensation for the majority of teachers and providers, the following programs and policies are making significant headway in improving child care worker pay. We have not included early childhood mentoring programs in this list; while the most comprehensive mentoring programs do offer additional compensation to teachers and providers for the added job duties of serving as mentors, these programs are not an effort to address the need for higher base-line pay and benefits in child care programs. For further information about compensation and mentoring programs, see the publication, *Early Childhood Mentoring Programs: A Survey of Community Initiatives* (Center for the Child Care Workforce, 1996, addendum/update 1999).

Compensation initiatives are rapidly emerging in a number of states and communities, and CCW tracks them on an ongoing basis in order to provide the most current information. We encourage you to notify us about initiatives underway in your community that are not included in this report, so that we may continue to update our resources. For further information about the initiatives listed below, please visit the Center for the Child Care Workforce web site at www.ccw.org.

Federal

- **Operates in all regions of the country**

- Child Care and Development Fund (includes funds to states for quality enhancement of child care services, which have sometimes led directly or indirectly to improved compensation).
- Head Start Expansion and Quality Improvement Act
- Military Child Care: Caregiver Personnel Pay Plan

State

- **Operates throughout each state listed below**

North Carolina:
- Child Care WAGE$
- TEACH Early Childhood Health Insurance Project

Rhode Island:
- State health benefits for qualified family child care providers and center-based teachers
- Substitute Provider Pool Demonstration Project

Washington:
- Early Childhood Education Career Development Ladder

Wisconsin:
- Wisconsin Quality Improvement Grants Program
- TEACH Early Childhood Project operates in: **Colorado, Florida, Georgia, Idaho, Illinois, Indiana, Missouri, New York, North Carolina, Oklahoma, Pennsylvania, and Wisconsin**

Local

- **Operates in specific communities listed below**

Alameda County, CA:
- Child Development Corps

King County, WA:
- King County Child Care Incentives Pilot Proposal

Nassau County, NY:
- Nassau County Child Care Salary Enhancement

San Francisco, CA:
- San Francisco CARES

Seattle, WA:
- TEACH Early Childhood Project

APPENDIX 1

Current Compensation and Turnover Data From Selected States Collected in 1997 or Later*

Compiled by the Center for the Child Care Workforce

Arizona

Statewide, 1997

Position	Median Lowest Hourly Wage	Median Highest Hourly Wage
Teacher	$5.50	$ 7.25
Assistant	$5.25	$ 6.20
Director	$9.31	$12.50

Health: Forty-five percent of centers offered fully- or partially-paid health benefits for full-time staff. Twenty-two percent offered fully- or partially-paid health benefits for full-time staff and their dependents.

Arizona Wage and Benefit Survey of Child Care/Early Childhood Center Based Personnel, Maricopa County Office of Research and Reporting, for the Arizona Child Care Wage and Benefit Coalition, Tempe, AZ.

Phoenix, 1997

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$6.71	$9.79	37%
Assistant	$5.58	$6.46	56%

Worthy Work, Unlivable Wages: The National Child Care Staffing Study, 1988-1997, Center for the Child Care Workforce, Washington, DC.

The year cited is the year in which the data were collected, and not necessarily when the report was published.

California

Alameda County, 1998

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 8.28	$12.27	28%
Assistant	$ 7.04	$ 8.71	31%
Director	$14.02	$17.67	

Health: Forty-eight percent of centers offered teachers fully-paid health coverage and fifty-two percent of centers offered assistants fully-paid health coverage. Forty percent of centers offered teachers partially-paid health coverage and thirty-one percent offered assistants partially-paid health coverage.

A Profile of the Alameda County Child Care Workforce: Findings from the 1998 Survey of Child Care Centers, prepared by the Center for the Child Care Workforce for the Alameda County Child Care Planning Council, Oakland, CA.

Contra Costa County, 1999

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 8.80	$12.98	25%
Assistant	$ 7.24	$ 8.65	38%
Director	$14.57	$18.21	

Health: Twenty-five percent of programs offered teachers fully-paid health coverage, and nineteen percent offered assistants fully-paid health coverage. Forty-six percent of programs offered teachers partially-paid health coverage, and forty-three percent offered assistants partially-paid health coverage.

A Profile of the Contra Costa County Child Care Workforce, prepared by the Center for the Child Care Workforce for the Contra Costa County Child Care Planning Council, Pleasant Hill, CA.

Marin County, 1999

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 9.41	$14.63	20%
Assistant	$ 7.71	$ 9.62	37%
Director	$15.42	$20.21	

Health: Thirty-nine percent of centers offered teachers fully-paid health coverage and thirty-four percent of centers offered assistants fully-paid health coverage. Thirty-nine percent of centers offered teachers and assistants partially-paid health coverage.

A Profile of the Marin County Child Care Workforce, prepared by the Center for the Child Care Workforce for the Marin County Child Care Commission, San Rafael, CA.

Sacramento County, 1998

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 7.49	$10.97	39%
Assistant	$ 6.36	$ 7.30	44%
Director	$14.50	$21.02	

	Average Hourly Earnings
Family Child Care Provider	$3.59

Health: Forty-nine percent of centers offered teachers fully-paid health coverage and fifty-five percent offered assistants fully-paid health coverage. Forty percent of centers offered teachers partially-paid health coverage and twenty-seven percent of centers offered assistants partially-paid health coverage.

A Profile of the Sacramento County Child Care Workforce: Findings from the 1998 Survey of Child Care Centers and Family Child Care Homes, prepared by the Center for the Child Care Workforce for Child Action, Inc., Sacramento, CA.

San Francisco County, 1997

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$9.05	$12.37
Assistant	$6.74	$ 7.86

Salaries of Child Care Workers, Wu Yee Children's Services, San Francisco, CA.

Santa Clara County, 1998

Position	Average Highest Hourly Wage
Teacher	$10.85
Assistant	$ 8.29
Director	$17.51

Health: Ninety percent of centers offered health coverage to teachers and sixty-seven percent of centers offered health coverage to assistants. The report does not specify whether the coverage is fully or partially paid.

1998 Child Care Wage and Benefit Study, prepared by the Nonprofit Development Center for the Santa Clara Local Child Care Planning Council, San Jose, CA.

Colorado

City and County of Boulder, 1997

Position	Average Lowest Wage	Average Highest Wage
Teacher, County	$6.85/hr.	$7.82/hr.
Assistant, County	$5.57/hr.	$6.82/hr.
Director, County	$19,708/yr.*	$26,243/yr.*
Teacher, City	$7.26/hr.	$9.44/hr.
Assistant , City	$6.35/hr.	$7.72/hr.
Director, City	$25,522/yr.*	$31,015/yr.*

**No hourly data provided. Hours may vary for annual salary.*

Child Care Center Staff Salary Survey 1997-98, City of Boulder Children's Services Division, Boulder, CO.

Colorado Springs, 1998

Position	Average Lowest Wage	Average Highest Wage
Teacher	$5.50	$12.00
Assistant	$5.15	$ 7.00
Director	$6.93	$18.75

Salary Survey, Child Care Connections, Colorado Springs, CO.

Florida

Pinellas County,* 1997

Position	Average Hourly Wage
Teacher	$ 7.61
Assistant	$ 6.31
Director	$11.50

Health: Twenty-one percent of centers offered all teaching and administrative staff fully-paid health coverage. Thirty-nine percent of centers offered teachers and assistants partially-paid health coverage.

**1997 information available for eighteen additional counties in Florida including Brevard, Broward, Charlotte, Duval, East Pasco, Gadsden, Hillsboro, Lee, Leon, Marion, Martin, Monroe, Okeechobee, Orange, Palm Beach, Sarasota, Seminole, and St. Lucie.*

Summary Analysis: Early Childhood Association of Florida Caregiver's Survey, prepared by the Juvenile Welfare Board of Pinellas County Research & Development Center, Pinellas Park, FL.

Georgia

Statewide, 1997

Position	Hourly Wage Range
Teacher	$6.64–$13.17
Assistant	$5.52–$7.43

Georgia Wage Survey, 1999 Edition of Occupational Wages for Selected Industries and Regions, Atlanta, GA.

Atlanta, 1997

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$7.38	$11.93	20%
Assistant	$6.07	$ 8.17	29%

Worthy Work, Unlivable Wages: The National Child Care Staffing Study, 1988-1997, Center for the Child Care Workforce, Washington, DC.

Illinois

Statewide, 1999

Position	Average Wage
Director, Salaried	$15.44
Director, Hourly	$12.05

1999 Early Childhood Director's Salary Survey, Center for Early Childhood Leadership, National-Louis University, Wheeling, IL.

Statewide, 1997

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 7.50	$ 9.10	43%
Assistant	$ 5.80	$ 6.60	69%

Health: Forty-eight percent of centers offered health coverage to teachers and thirty-eight percent of centers offered health coverage to assistants. The report does not specify whether the coverage is fully or partially paid.

1997 Report on Illinois Child Care, prepared by Marsh Management Consultants for the Illinois Department of Human Services, Chicago, IL.

Indiana

Southern Indiana, 1998

Position	Average Hourly Wage
Teacher	$ 6.61
Assistant	$ 5.68
Director	$11.17

	Annual Turnover Rate
All Teaching Staff	52%

Health: Fourteen percent of centers offered all teaching and administrative staff health coverage. The report does not specify whether the coverage was fully or partially-paid.

Survey of Wages, Benefits and Professional Development of Early Childhood Professionals, Community Coordinated Child Care, Inc., Louisville, KY..

St. Joseph County, 1998

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 7.29	$ 9.38	44%
Assistant	$ 5.94	$ 7.20	
Director	$13.11	$14.09	
Family Child Care Provider	$ 6.55		

Health: Seven percent of centers provided teachers and assistants with fully-paid health coverage. Forty-five percent of centers provided teachers with partially-paid health coverage and thirty-six percent of centers provided assistants with partially-paid health coverage. Six percent of family child care providers had at least partially-paid health coverage.

Child Care Wages & Benefits in St. Joseph County, prepared by The Family Connection of St. Joseph County, Inc. for the Educare Council of St. Joseph County, South Bend, IN.

Kansas

Metropolitan Kansas City,* 1999

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 6.50	$ 8.13	42%
Assistant	$ 6.00	$ 7.00	
Director	$10.50	$12.00	

Health: Forty-nine percent of directors, forty-three percent of teachers and twenty-nine percent of assistants were offered health benefits. The report did not specify whether the coverage is fully or partially-paid.

**Includes Kansas City, Missouri and Kansas City, Kansas programs.*

The Status of Early Childhood Care and Education, Metropolitan Council on Child Care, Kansas City, MO.

Kentucky

Breckinridge, Grayson, Meade, Washington, Larue, Marion, Nelson and Hardin Counties, 1998

Position	Average Hourly Wage
Teacher	$5.88
Assistant	$5.44
Director	$8.67

	Annual Turnover Rate
All Teaching Staff	40%

Jefferson County, 1998

Position	Average Hourly Wage
Teacher	$ 6.67
Assistant	$ 5.95
Director	$10.26

	Annual Turnover Rate
All Teaching Staff	40%

Survey of Wages, Benefits and Professional Development of Early Childhood Professionals, Community Coordinated Child Care, Inc., Louisville, KY.

Maryland

Statewide, 1999

Position	Annual Average Salary*
Teacher	$15,627
Assistant	$11,411
Director	$23,987
Family Child Care Provider	$16,095

**No hourly data provided. Hours may vary for annual salary.*

Child Care Demographics Maryland Report, Maryland Committee for Children, Baltimore, MD.

Massachusetts

Boston, 1999

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$11.40	$13.61
Assistant	$ 7.69	$ 8.62
Director	$16.30	$19.67

	Average Hourly Wage
School Age Child Care Providers	$9.45

Boston Early Education Quality Improvement Project (EQUIP), Associated Day Care Services, Boston, MA.

Boston, Family Child Care 1997

Position	Average Hourly Wage
Family Child Care Provider	$6.16

Boston Inventory, Second Report, Boston EQUIP, Associated Day Care Services, Boston, MA.

Michigan

Detroit, 1997

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$7.64	$10.30	18%
Assistant	$6.12	$ 7.34	22%

Worthy Work, Unlivable Wages: The National Child Care Staffing Study, 1988-1997, Center for the Child Care Workforce, Washington, DC.

Minnesota

Statewide, 1998

Position	Average Hourly Wage	Annual Turnover Rate
Teacher	$ 9.37/hr.	21%
Assistant	$ 7.19/hr.	43%
Director	$11.66/hr.	11%
Family Child Care Provider	$9,567/yr.*	

Health: Thirty-one percent of centers offered full-time employees fully-paid health insurance. Thirty-seven percent of centers offered full-time employees partially-paid health coverage.

**No hourly data provided. Hours may vary for annual salary.*

1998 Minnesota Early Childhood Workforce Study: I'm Not A Babysitter I Haven't Sat on a Baby Yet, prepared by the Alliance of Early Childhood Professionals, Minneapolis, MN.

Hennepin County, 1997

Position	Average Starting Hourly Wage	Average Current Hourly Wage	Annual Turnover Rate
Teacher	$8.50	$10.71	19%
Assistant	$7.15	$ 8.29	13%

Health: Twenty-one percent of centers offered full-time employees fully-paid health insurance. Eighty-eight percent of centers offered full-time employees partially-paid health coverage, and twenty-four percent offered a partially-paid health plan to part-time employees.

Wages, Turnover, Benefits, and Working Conditions of Hennepin County Child Care Staff, Greater Minneapolis Day Care Association, Minneapolis, MN.

Mississippi

Statewide, 1999

Position	Annual Average Salary*
Teacher	$15,704
Assistant	$11,095
Director	$16,978

**No hourly data provided. Hours may vary for annual salary.*

1999 Survey of Licensed Child Care Center Providers in the State of Mississippi, Office of Children and Youth of the Mississippi Department of Human Services, Jackson, MS.

Missouri

Metropolitan Kansas City*, 1998

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$ 6.50	$ 8.13
Assistant	$ 6.00	$ 7.00
Director	$10.50	$12.00

Health: Forty-three percent of teachers and twenty-nine percent of assistants were offered health benefits. The report does not specify whether the coverage was fully or partially-paid.

**Includes Kansas City, Missouri and Kansas City, Kansas programs*

The Status of Early Childhood Care and Education, Metropolitan Council on Child Care, Kansas City, MO.

Montana

Statewide, 1998

Position	Median Lowest Hourly Wage	Median Highest Hourly Wage	Six-Month Turnover Rate
Teacher	$5.40	$6.50	40%
Assistant	$5.15	$5.71	63%
Director	$6.25	$8.00	

Wages, Benefits, and Turnover in Montana Child Care Centers, prepared by the Montana Early Childhood Project, Montana State University, Bozeman, MT.

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Nebraska

Omaha Area, 1998

Position	Average Hourly Wage
Teacher	$ 6.69
Assistant	$ 6.18
Director	$22,558/yr*

Fourteen percent of centers offered teaching and administrative staff fully-paid health coverage.

**No hourly data provided. Hours may vary for annual salary.*

Omaha EQUIP, Greater Omaha Chamber of Commerce, Omaha, NE.

New Jersey

Statewide, 1998

Position	Average Hourly Wage
Teacher	$10.60
Assistant	$ 8.10

1998 Occupational Employment Statistics Survey, New Jersey Department of Labor, Trenton, NJ.

New York

Broome County, 1999

Position	Average Lowest Wage	Average Highest Wage
Teacher	$8.08	$10.29
Assistant	$5.85	$ 6.43

Wage and Comparability Survey, Broome County Child Development Council, Inc., Binghamton, NY.

Nassau County, 1998

Position	Average Hourly Wage	Annual Turnover Rate
Teacher	$11.64	20%
Assistant	$ 8.67	21%

Health: Six percent of centers provided fully-paid health coverage for teachers and assistants. Thirty-four percent of centers provided partially-paid health coverage for teachers and thirty-two percent of centers provided partially-paid health coverage for assistants.

The Survey of Child Care Salaries and Working Conditions in Nassau County, Child Care Council of Nassau, Franklin Square, NY.

Suffolk County, 1998

Position	Average Hourly Wage	Annual Turnover Rate
Teacher	$9.98	17%
Assistant	$7.80	24%

Health: Sixteen percent of centers provided fully-paid health coverage for teachers and fourteen percent of centers provided fully-paid health coverage for assistants. Thirty percent of centers provided partially-paid health coverage for teachers and twenty-eight percent of centers provided partially-paid health coverage for assistants.

The Survey of Child Care Salaries and Working Conditions in Suffolk County, Child Care Council of Suffolk, Comack, NY.

North Carolina

Statewide, 1999

Position	Median Hourly Wage	No Health Insurance	Annual Turnover Rate
Teacher	$ 6.25	30%	32%
Director	$10.00		

Working in Child Care in North Carolina, Day Care Services Association, Chapel Hill, NC.

Guilford County, 1999

Position	Median Hourly Wage	No Health Insurance	Annual Turnover Rate
Teacher	$ 6.50	31%	38%
Director	$11.52		
Family Child Care Provider	$ 5.87	26%	

Mitchell/Yancey Counties, 1999

Position	Median Hourly Wage	No Health Insurance	Annual Turnover Rate
Teacher	$ 6.50	10%	22%
Director	$10.00		
Family Child Care Provider	$ 7.18	25%	

Dare County, 1998

Position	Median Hourly Wage	No Health Insurance	Annual Turnover Rate
Teacher	$7.00	16%	68%
Director	$8.80		
Family Child Care Provider	$5.73	53%	

Orange County, 1998

Position	Median Hourly Wage	No Health Insurance	Annual Turnover Rate
Teacher	$ 8.00	16%	22%
Director	$12.30		
Family Child Care Provider	$ 6.65	23%	

Working in Child Care, Day Care Services Association, Chapel Hill, NC. Individual reports prepared by Day Care Services for the counties of Guilford (1999), Mitchell/Yancy (1999), Dare (1998) and Orange (1998). Also available from Day Care Services are 1997 reports for the North Carolina counties of Catawba, New Hanover, Robeson and Wake.

Durham County, 1997

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$7.31	$9.65	30%
Assistant	$6.23	$7.27	22%

Health: Twenty-eight percent of centers offered teachers fully-paid health coverage. Twenty-two percent of centers offered assistants fully-paid health coverage. Thirty percent of centers offered teachers partially-paid health coverage. Thirty-three percent of centers offered assistants partially-paid health coverage.

A Profile of the Durham County, North Carolina Child Care Work Force, 1997, prepared by the Center for the Child Care Workforce for the Durham County Child Care Council, Durham, NC.

North Dakota

Statewide, 1998

NONPROFIT

Position	Average Hourly Wage	Annual Turnover Rate
Teacher	$ 7.61	24
Assistant	$ 6.04	42
Director	$13.27	23

FOR-PROFIT

Position	Average Hourly Wage	Annual Turnover Rate
Teacher	$ 6.89	24
Assistant	$ 5.92	42
Director	$10.62	23

Health: Twenty-three percent of centers offered teachers fully-paid health coverage and seventeen percent of centers offered assistants fully-paid health coverage. Twenty-six percent of centers offered teachers and assistants partially-paid health coverage.

North Dakota Child Care Center Staff Salary & Working Conditions, Child Care Resource & Referral, Fargo, ND.

Ohio

Columbus, 1998

Position	Average Hourly Wage	Annual Turnover Rate
Teacher	$ 7.31	40%
Director	$12.47	41%

1998 Wages and Working Conditions, Action for Children, Columbus, OH.

Franklin County, 1997

Position	Average Hourly Wage	Annual Turnover Rate
Teacher	$ 7.27	33%
Assistant	$ 6.58	55%
Director	$11.51	32%

Child Care Center Wages and Working Conditions, Action for Children, Columbus, OH.

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Oklahoma

Statewide, 1999

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher, Accredited Centers	$ 5.84	$ 7.20
Teacher, Non-Accredited Centers	$ 5.24	$ 5.48

Child Care Rate Survey, Oklahoma Department of Human Services, Office of Child Care, Oklahoma City, OK.

Pennsylvania

Chester, Delaware, Bucks, Montgomery and Philadelphia Counties, 1997

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 7.38	$10.62	29%
Assistant	$ 5.99	$ 7.22	33%
Director	$12.42	$15.78	19%

Thirty-seven percent of centers offered partially-paid health coverage to teachers, and thirty-four percent offered partially-paid health coverage to assistants. Nineteen percent of centers offered teachers and assistants fully-paid health coverage.

Philadelphia, Family Child Care Providers, 1997

Position	Average Hourly Earnings
Self-Employed Family Child Care Provider	$2.96

A Profile of the Child Care Workforce in Southeastern Pennsylvania, 1997, prepared by the Center for the Child Care Workforce for the Delaware Valley Association for the Education of Young Children, Philadelphia, PA.

Rhode Island

Statewide, 2000

Position	Average Hourly Wage
Teacher	$11.14
Assistant	$ 7.46

2000 Edition, Occupational Wage Statistics Statewide, Rhode Island Department of Labor and Training, Providence, RI.

South Carolina

Columbia, 1998

Position	Average Hourly Wage
Teacher	$8.71
Assistant	$6.64

A Study of Child Care Availability, Affordability, and Quality, Child Care Resource and Referral, Interfaith Community Services Inc. and Center of Excellence for Community Development, Columbia, SC.

South Dakota

Statewide, 1998

Position	Average Hourly Wage	Annual Turnover Rate
Teacher	$ 6.43	
Assistant	$ 5.80	
Director	$7.91	
All Teaching Staff		60%

Early Childhood Workforce Survey, Salary vs. Recruiting/Retention, Child Care Services, Pierre, SD.

Texas

Austin and Travis Counties, 1997

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$7.01	$9.29	31%
Assistant	$5.89	$7.11	31%
Director	$21,488*	$29,088	

**No hourly data provided. Hours may vary for annual salary.*

Austin/Travis County Child Care Salary, Benefit and Tuition Survey Summary, December 1997. Austin/Travis County Health and Human Services Department, Austin, TX.

Dallas, Tarrant, Travis, and Hidalgo Counties, 1999

Position	Average Hourly Wage
Teacher	$ 7.16
Assistant	$ 6.00
Director	$13.16

Child Care Salary Survey, Dallas Association for the Education of Young Children, Dallas, TX.

Utah

Statewide, 1999

Position	Average Hourly Wage
Teacher	$7.40
Assistant	$6.70

Statewide 1999 Utah Occupational Wages, Utah Department of Workforce Services, Economic Data Collection and Analysis Unit, Salt Lake City, UT.

Washington

Puget Sound Head Start, 1999

Position	Average Hourly Wage
Teacher	$11.73
Assistant	$ 8.54

Puget Sound Educational Service District Head Start Salary Schedule, Seattle, WA.

Seattle, 1997

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$8.04	$10.90	29%
Assistant	$6.36	$ 7.55	55%

Worthy Work, Unlivable Wages: The National Child Care Staffing Study, 1988-1997, Center for the Child Care Workforce, Washington, DC.

Wisconsin

Dane County, 1999

Position	Average Hourly Wage
Teacher	$ 8.06
Assistant	$ 6.65
Director	$12.96

Child Care Employees: Wages and Benefits, 1999, Community Coordinated Child Care (4-C), Madison, WI.

Wyoming

Statewide, 1997

Position	Average Lowest Hourly Wage	Average Highest Wage
Teacher	$ 7.72	$ 9.53
Assistant	$ 5.29	$ 6.09
Director	$11.40	$14.35

Health: Twenty percent of centers offered teachers health coverage. Twenty percent of centers offered assistants health coverage. Twenty-six percent of directors were offered health insurance. The report does not specify if the coverage was fully or partially-paid.

Wyoming Child Care Center and Home Child Care Provider Compensation, Retention and Preparedness Survey, Wyoming P.A.R.E.N.T., Cheyenne, WY.

Federal General Services Administration (GSA), 1998

Programs which primarily serve children of federal employees

Position	Hourly Wage Range	Annual Turnover Rate
Teaching staff	$5.91–$26.00	41%
Director	$8.98–$27.64	

Health: Ninety-nine percent of centers offered health coverage to all teaching staff. Seventy five percent of centers paid 50% or more of premiums.

Profile of Child Care Centers Located in GSA Space, January 1999, U.S. General Services Administration, New York, NY.

Canada

National, 1998

Position	Average Hourly Wage
Teacher	$11.62
Assistant	$ 9.59
Director	$18.45

Provinces, 1998

Alberta

Position	Average Hourly Wage
Teacher	$ 8.36
Assistant	$ 7.90
Director	$12.73

British Columbia

Position	Average Hourly Wage
Teacher	$12.07
Assistant	$10.55
Director	$18.73

Manitoba

Position	Average Hourly Wage
Teacher	$ 9.49
Assistant	$ 8.37
Director	$17.34

New Brunswick

Position	Average Hourly Wage
Teacher	$ 7.12
Assistant	$ 6.34
Director	$10.06

Newfoundland/Labrador

Position	Average Hourly Wage
Teacher	$ 6.76
Assistant	$ 6.37
Director	$12.07

Northwest Territories

Position	Average Hourly Wage
Teacher	$13.40
Assistant	$12.07

Nova Scotia

Position	Average Hourly Wage
Teacher	$ 8.51
Assistant	$ 7.04
Director	$14.58

Ontario

Position	Average Hourly Wage
Teacher	$13.48
Assistant	$10.60
Director	$22.00

Prince Edward Island

Position	Average Hourly Wage
Teacher	$ 8.18
Assistant	$ 7.54
Director	$14.37

Quebec

Position	Average Hourly Wage
Teacher	$11.04
Assistant	$ 8.12
Director	$17.41

Saskatchewan

Position	Average Hourly Wage
Teacher	$10.74
Assistant	$ 8.45
Director	$14.58

You Bet I Care: Working Conditions, Wage and Benefits, Child Care Visions Program of Human Resources Development, Ottawa, Canada.

APPENDIX 2

Resource List: Salary Data Collected Prior to 1997*

Compiled by the Center for the Child Care Workforce

Alabama

Jefferson, Shelby, Walker & Blount Counties, 1996

1996 Child Care Survey on Wages, Benefits, Costs, and Turnover in Child Care Centers, prepared by Childcare Resources, in Conjunction with University of Alabama, Birmingham, Birmingham, AL.

Alaska

Statewide, 1994

The Alaska Survey of Child Care Salaries, Benefits and Working Conditions, prepared by the Center for the Child Care Workforce for Child Care Connection, Anchorage, AK, Child Care Resources, Juneau, AK, and Child Care Options, Fairbanks, AK.

California

Statewide, 1996

California, Child Care and Development Compensation Study: Towards Promising Policy and Practice, prepared by the American Institutes for Research and the Center for the Child Care Workforce for the California Department of Education, Sacramento, CA.

Los Angeles County, 1995

A Profile of the Child Care Center Work Force in Los Angeles County, California, prepared by the Center for the Child Care Workforce for the Los Angeles County Child Care Advisory Board, Los Angeles, CA.

San Mateo County, 1994

San Mateo County Survey of Child Care Center Salaries, Benefits and Working Conditions, prepared by the Center for the Child Care Workforce for the Child Care Coordinating Council, San Mateo, CA.

Santa Cruz, 1992

Child Care Staff Salary and Working Conditions Survey, prepared by the Center for the Child Care Workforce for the Santa Cruz Office of Education, Capitola, CA.

Colorado

Front Range, 1993

Cost, Quality and Child Outcomes in Child Care Centers, Technical Report, Department of Economics, Center for Research in Economic and Social Policy, University of Colorado at Denver.

Connecticut

New Haven/Hartford Corridor, 1993

Cost, Quality and Child Outcomes in Child Care Centers, Technical Report, Department of Economics, Center for Research in Economic and Social Policy, University of Colorado at Denver.

Hawaii

Hawaii County, 1994

Early Childhood Centers Salary Survey, Hawaii County Economic Opportunity Council, Hilo, HI.

Illinois

Southwest Region, 1994

Putting the Pieces Together: A Report on the Early Childhood Compensation Survey, prepared by Regional Research and Development Services for the Children's Home and Aid Society of Illinois, Child Care Resource and Referral Program, and Southwestern Illinois Association for the Education of Young Children, Granite City and Alton, IL.

New Hampshire

Seacoast Area, 1994

Business Practices: A Survey of Seacoast New Hampshire Child Care Programs, prepared by University of New Hampshire Child Care Resource and Referral and Center Connections, Durham, NH.

New Mexico

Statewide, 1995

New Mexico Survey of Child Care Center Wages, Benefits, and Working Conditions, prepared by Data Works for the New Mexico Department of Children, Youth and Families, Santa Fe, NM.

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New York

Rockland County, 1995

Child Care Staff Salary and Working Conditions Survey, Rockland County, New York, 1995, prepared by the Center for the Child Care Workforce for the Rockland Council for Young Children, Spring Valley, NY.

North Carolina

Davidson, Forsyth and Nash Edgcombe Counties, 1996

Working in Quality Child Care, Daycare Services Association, Chapel Hill, NC.

Piedmont Triad, 1993

Cost, Quality and Child Outcomes in Child Care Centers, Technical Report, Department of Economics, Center for Research in Economic and Social Policy, University of Colorado at Denver.

North Dakota

Southeast Area, 1994

Area Preschool Advocates 1994 Child Care Survey, Area Preschool Advocates, Fargo, ND.

Oregon

Statewide, 1994

The Oregon Survey of Child Care Center Salaries, Benefits and Working Conditions: 1994, prepared by the Center for the Child Care Workforce for the Oregon Association for the Education of Young Children, Tualatin, OR.

Pennsylvania

Statewide, 1992

The Pennsylvania Child Care Staffing Study, Pennsylvania Association for the Education of Young Children, Pittsburgh, PA.

Rhode Island

Statewide, School Age Child Care, 1992

The Rhode Island School Age Child Care Project, Providence, RI.

Virginia

City of Alexandria, 1995

A Profile of the Alexandria, Virginia Child Care Work Force, 1995, prepared by the Center for the Child Care Workforce for the Alexandria Early Childhood Commission, Alexandria, VA.

City of Alexandria, Family Child Care Providers, 1995

A Profile of the Alexandria, Virginia Child Care Work Force, 1995, prepared by the Center for the Child Care Workforce for the Alexandria Early Childhood Commission, Alexandria, VA.

Wisconsin

Statewide, 1994

Child Care Staff Salary and Working Conditions Survey, prepared by the Center for the Child Care Workforce for the Wisconsin Department of Health and Social Services, Madison, WI.

Head Start Programs

1994

Salary Improvements for Head Start: Lessons for the Early Care and Education Field, prepared by the Center for the Child Care Workforce, Washington, DC.

Before- and After-School Programs

1993

National Study of Before- and After-School Programs, prepared by the RMC Research Corporation, Portsmouth, NH.

**The year cited is the year in which the data were collected, and not necessarily when they were published.*

The Center for the Child Care Workforce (CCW)

The Center for the Child Care Workforce was founded in 1978 as the Child Care Employee Project, and was known as the National Center for the Early Childhood Work Force (NCECW) from 1994 to 1997. CCW is a nonprofit research, education, and advocacy organization committed to improving child care quality by upgrading the compensation, working conditions and training of child care teachers and family child care providers.

Join the Worthy Wage Network

The Worthy Wage Network is an easy-to-join mobilization of teachers, providers, directors, parents, and allies of all kinds calling for a major investment of public funds directly targeted to improving child care jobs. A major focus of the Network will be on national legislation to increase compensation and reward training and stability in the child care workforce—and signing up thousands of supporters across the country who agree with this goal. Join the Network online at our website **www.ccw.org** or by contacting us by mail or phone. As a Worthy Wage Network member, you'll be kept informed through e-mail newsletters and action alerts.

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Then and Now: Changes in Child Care Staffing, 1994–2000

This report from the first longitudinal study of child care teaching classrooms will document the effects of the worsening staffing crisis on child care quality, staff retention and compensation.

Current Data on Child Care Salaries and Benefits in the United States

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Center for the Child Care Workforce
733 15th Street, N.W., Suite 1037
Washington, D.C. 20005-2112
Tel 202 737-7700
Fax 202 737-0370
e-mail ccw@ccw.org
internet http://www.ccw.org

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